1976 No. 233

WAGES COUNCILS

Shirtmaking Wages Regulation Order (Northern Ireland) 1976

Made . . . . . 2*nd July* 1976

Coming into operation . . . 20*th July* 1976

The Department of Manpower Services, in exercise of the powers conferred on it by Section 10 of the Wages Councils Act (Northern Ireland) 1945(a), and now vested in it(b), hereby makes the following Order to give effect to wages regulation proposals received from the Shirtmaking Wages Council (Northern Ireland):—

Citation

1. This Order may be cited as the Shirtmaking Wages Regulation Order (Northern Ireland) 1976.

Commencement

2. The wages regulation proposals set out in the Schedule shall come into operation on the specified date.

Interpretation

3. In this Order the expression "the specified date" means the 20th July 1976, provided that where, as respects any worker who is paid wages at intervals not exceeding seven days, that date does not correspond with the beginning of the period for which the wages are paid, the expression "the specified date" means, as respects that worker, the beginning of the next such period following that date.

Sealed with the Official Seal of the Department of Manpower Services for Northern Ireland 2nd July 1976.

(L.S.)

J. S. Crozier,
Assistant Secretary.

(a) 1945. c. 21 (N.I.)
(b) 1946. c. 11 (N.I.); S.R. & O. (N.I.) 1964, No. 205 (p. 937) and S.R. & O. (N.I.) 1973, No. 504 Art. 6(1) and Sch. 3 (II, p. 2992)

FIRST SCHEDULE

The following statutory minimum remuneration shall be substituted for the statutory minimum remuneration fixed by the Shirtmaking Wages Regulation Order (Northern Ireland) 1974(c) (Order N.I.S. (93)).

GENERAL MINIMUM TIME RATES

WORKERS

Paragraph 1.	Per hour p
SPECIAL or MEASURE CUTTERS (as defined in paragraph 2) or PATTERN CUTTERS or PATTERN TAKERS, who are employed as such during the whole or a substantial part of their time and who have had not less than three years' experience after 18 years of age . . . . . Provided that the experience of Special or Measure Cutters shall include three years' experience in measure cutting.	*60·48*

Paragraph 2.

A special or measure cutter is a worker who:—

(a) is able to take a complete set of measures and cut from model patterns; and

(b) has sufficient technical knowledge to alter patterns (excluding stock patterns).

Paragraph 3.	
CUTTERS (other than special or measure cutters, pattern cutters or pattern takers), who are employed during the whole or a substantial part of their time in cutting and who have had not less than three years' experience in cutting in the Shirtmaking trade, as defined in paragraph 23 . . . . . The term "cutting" includes the operations of hooking-up, folding, marking-in, marking-out and dividing.	*59·64*

DEFINITION AND CONDITIONS OF EMPLOYMENT OF APPRENTICE CUTTERS

Paragraph 4.

An apprentice cutter is a worker who:—

(a) is employed under an oral or written agreement by an employer who undertakes to provide the apprentice with reasonable facilities for learning the cutting branch of the trade (including the operations of hooking-up, folding, marking-in, marking-out and dividing); and

(b) has received a certificate or has been registered in accordance with rules from time to time laid down by the Wages Council, or has made application for such certificate or registration which has been duly acknowledged and is still under consideration.

Provided that—

(i) the certification or registration of an apprentice cutter shall become invalid if at any time during apprenticeship the provisions set out in this Schedule relating thereto are not complied with; and

(ii) an employer may employ an apprentice cutter on that person's first employment in the cutting branch of the trade without a certificate or registration for a probation period not exceeding four weeks, but in the event of the apprentice being continued thereafter at his employment the probation period shall be included in the period of apprenticeship.

(c) S.R. 1974, No. 329 (II, p. 1520)

Paragraph 5.	Per hour p
WORKERS OTHER THAN LEARNERS (as defined in paragraph 8) . .	*57·90*

Paragraph 6.

Apprentices, learners and other workers under 20 years of age shall be paid the percentage of the rate specified in Paragraph 5 as set out in the table following:—

Commencing at age	*16*	*17*	*18*	*19*
Percentage of Paragraph 5 rate to be paid during First Six Months . .	*60%*	*65%*	*75%*	*85%*
During Second Six Months . .	*70%*	*70%*	*85%*	*90%*
During Second Year	*75%*	*85%*	*100%*	*100%*
During Third Year	*85%*	*90%*	*102%*	*105%*

"ATTACK ON INFLATION" SUPPLEMENT

Paragraph 7.

In addition to the remuneration specified elsewhere in this Schedule there shall be paid a supplement entitled the "Attack on Inflation" Supplement as follows:—

Per hour up to and including a maximum of 40 hours per week

(*a*) Workers to whom paragraphs *1, 3 and 5 of this schedule apply 15p*

(*b*) *Workers to whom paragraph 6 applies the relevant percentage as expressed in that paragraph of 15·00p per hour up to and including a maximum of 40 hours per week.*

DEFINITION AND CONDITIONS OF LEARNERSHIP

Paragraph 8.

A learner is a worker who:—

(a) is employed during the whole or a substantial part of the time in learning any branch or process of the trade by an employer who provides the learner with reasonable facilities for such learning; and

(b) has received a certificate or has been registered in accordance with rules from time to time laid down by the Wages Council, or has made application for such certificate or registration which has been duly acknowledged and is still under consideration.

Provided that—

(i) the certification or registration of a learner shall become invalid if at any time during the learnership the provisions set out in this Schedule relating thereto are not complied with;

(ii) an employer may employ a learner on that persons first employment in the trade without a certificate or registration for a probation period not exceeding four weeks, but in the event of the learner being continued thereafter at employment the probation period shall be included in the period of learnership;

(iii) notwithstanding compliance with the conditions contained herein, a person shall not be deemed to be a learner if working in a room used for dwelling purposes and is not in the employment of that persons parent or guardian.

Paragraph 9.

Any worker who has been previously employed in any branch of the trade (as defined in paragraph 23) and has not been registered nor held a certificate and is subsequently engaged as a learner shall count the whole period of such previous employment for the purpose of claiming the time rate at which they are to be paid.

Paragraph 10.

No learner who has left the trade and subsequently re-enters the trade as a learner shall, after re-entry, serve a longer period as a learner than would be permissible in the case of a person of the same age entering the trade for the first time.

COMPLETION OF LEARNERSHIP

Paragraph 11.

A learner shall cease to be a learner and shall be entitled to the full general minimum time rate applicable to a worker of his/her class upon the fulfilment of the appropriate conditions set out below:—

Age on entering employment	Conditions
Under 18 years	The completion of two years' employment.
18 years or over . . .	The completion of one year's employment.

PIECE WORK

Paragraph 12.

An employer must pay to workers employed on piece work, piece rates each of which would yield, in the circumstances of the case, to an ordinary worker at least the same amount of money as the appropriate general minimum time rate. In determining whether any piece rate satisfies this condition regard shall be had only to the earnings of workers of ordinary skill and experience in the class of work in question and not to the earnings of workers of less than ordinary skill and experience, e.g., juvenile and infirm workers.

DEFINITION OF OUT-WORKER

Paragraph 13.

An "out-worker" is a worker who works at home or any other place not under the control or management of the employer.

OUT-WORKERS GENERAL MINIMUM PIECE RATES

The general minimum piece rates for the following processes of shirtmaking when done by out-workers (as defined in paragraph 13) are the NET rates set out below.

Paragraph 14.

SHIRTS (other than COARSE SHIRTS)—

(1) MACHINING, per dozen shirts:
Stitching on casings, back, *23·17p;* stitching on casings, front, *23·17p.*